

Julio Robaina

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City of Hialeah

December 2, 2010

Mario Pico

President

I.A.F.F. Local 1102

752 East 1 Avenue

Hialeah, Florida 33010

Dear Mr. Pico:

In response to your letter dated November 30, 2010, I would like to take the opportunity to discuss your offer to enter into personal negotiations with you, alone, without the benefit of the Union's negotiations team and the City's negotiations team respectively. Your insistence on "being the whole show", controlling the message, omitting or distorting facts, and working to undermine the actions taken by the full Executive Board of IAFF Local 1102 compel me to respond.

Your letter conveys a message that the City and the Union were "trying to establish a framework for contract negotiations" over the last 6 weeks and that you are simply requesting to finish negotiations is pure fiction. The facts tell a much different story.

On November 18, 2010, the City and the Union, through negotiations, agreed to a proposed Collective Bargaining Agreement to present to the City Council on November 22, 2010, for ratification. The Union Executive Board, with the entire Board in attendance, voted and approved the proposed Agreement to present to the City Council for ratification. The proposed Collective Bargaining Agreement did not change the pension plan for either new or existing employees, did not change the City contribution to the IAFF group health insurance plan, did not change the payment of specialty pay and did not reduce salaries. The proposed Collective Bargaining Agreement provided for a freeze on merit step increases and longevity pay raises, unpaid holidays, excluding Columbus Day and a 7% pre-tax health insurance contribution. The Union also agreed to run 2 BLS trucks on duty.

After Executive Board approval, the Union President brought up another issue--automatic promotions--which was not part of the disputed issues at impasse. I proposed suitable language regarding promotions at 6:15 pm on November 19, 2010. You did not indicate to me that the Agreement was not going forward. **Without informing me, you, on the day of the impasse**

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hearing, November 22, 2010, held another Executive Board meeting, without the full board in attendance, and at that meeting, the Executive Board voted to rescind the approval. You did not inform the Fire Chief or immediately inform me. In fact, you contacted me at approximately 4:00 pm, hours after the meeting, to tell me that the Union backed out of the Agreement.

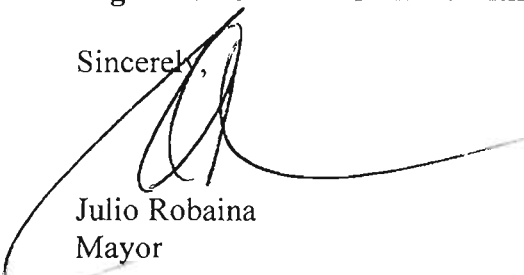
On November 22, 2010, at the impasse hearing before the City Council, the Union attorney stated that the Union did not reject but had accepted the Special Magistrate's Recommendations, the same position that the Union represented to the Florida Public Employees Relations Commission in a written pleading. The Special Magistrate recommended changes to the pension plan, a 7% salary reduction, a significant reduction in specialty pay and a significant reduction in the City contribution to the IAFF group health insurance plan.

Three weeks earlier, on October 14, 2010, the Special Magistrate Thomas Young III issued his Report and Recommendations in the impasse hearing between the City and the Union. The Report and Recommendations recommended \$4.4 million in monetary savings to the City and in particular, 11 unpaid holidays, 7% salary reduction, a substantial reduction in the City's insurance contribution to the IAFF group health insurance plan, substantial pension changes including, but not limited to, a 5% contributory plan for new employees (direct payment to the Retirement System, no annuity savings contribution that is returned to employees), and a change in the service multiplier from 3% to 2½% for existing employees when such employees are eligible to receive full retirement benefits for future time (except those employees who have attained 70 points); a substantial reduction for all types of specialty pay through a change in percentage of salary calculations to fixed amount payments; and a freeze in merit step increases and 15-year longevity pay raises.

The City Council decided one issue framed as disputed—unpaid employee birthday. The Union has made a choice to present to its membership a proposed Collective Bargaining Agreement that included all the other recommendations of the Special Magistrate.

The City had presented a proposal and negotiated further concessions favorable to the Union, which preserved specialty pay, salaries, pension and insurance. Now, Mr. Pico, you want me to negotiate with you, alone. No, I suggest you can vote on the proposed Collective Bargaining Agreement that you accepted together with unpaid employee's birthday as decided by the City Council. Depending on the results of the ratification vote, the City's negotiations team will meet with the Union's negotiations team and proceed accordingly.

Sincerely,



Julio Robaina
Mayor

cc: Fire Chief Marcos De La Rosa

Hialeah Association of Fire Fighters

Local 1102



Founded May 12, 1952

AFFILIATED WITH AFL -CIO -CLC

November 30, 2010

Honorable Mayor Julio Robaina
City of Hialeah
501 Palm Avenue 4th Floor
Hialeah, FL 33010

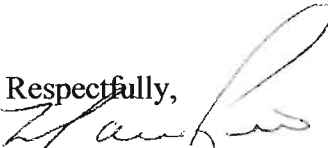
Honorable Mayor Robaina,

I would like to thank you and the City for the time and effort that you put forward over the last 6 weeks in trying to establish a framework for contract negotiations. I realize we are in very difficult economic times resulting in contentious contract discussions.

Despite the external pressures we have experienced during these discussions, I believe we made great progress and are near a final resolution to the contractual differences. We have worked tirelessly to attain a goal; therefore, I want to encourage you to continue in this process as I'm convinced that we can achieve a ratified contract by December 31st, 2010.

I would like to invite you to meet with me at your earliest convenience so we can conclude the framework for our contract negotiations. In order to meet the December 31st deadline we must conclude negotiations by December 10th at the latest.

Respectfully,


Mario Pico, President
Hialeah Association of Firefighters
IAFF Local # 1102

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NOV 30 2010
MAYOR'S OFFICE